

Benefits User Group (BUG)
February 25, 2009
Meeting Notes/Action Items

Item #	Submitted By	Description of Problem/Concern	Open/Pending/ Closed Status	Status
1	Treasury/IRS	Project 80191 - FEHB Coverage Codes changing sporadically to erroneous values. IRS has experienced many instances where employees FEHB codes change to an incorrect code (eg., from 1 (enrolled) to 3 (waived) or 5 (canceled). Examples have been sent to NFC repeatedly and sweeps have been done; however, the concern is that the codes continue, periodically, to change.	Pending	Edits are needed to ensure the FEHB code won't change on inappropriate personnel action requests (PAR). The FEHB code should be able to change only on NOAC's 1xx, 5xx and 915). PESB is checking into this to see if there is a 'bug' in the system. Add'tl requirements may be needed.
2	OPM	Project 80352 - BAL 08-203 provides for 24 months of FEGLI coverage for active duty military. P.L. 110-181 was enacted Jan 28, 2008, which allows active duty military employees to elect 12 add'tl months of FEGLI coverage; however, the employee must pay the employee and agency costs.	Pending	NFC South is working on a manual process; however, requirements need to be written to establish an automatic process to collect the funds from the employee and submit to the LI Fund. PCB is writing a bulletin to be issued to the users on the manual process. This bulletin should be issued in March 2009. In checking with the UG, only two (2) current employees have elected his coverage.
3	Treasury/IRS	PINE Error 051, Request to Lift the OWCP transfer-out edit; Current edits will not allow the coverage to be transferred unless the employee has a NOA 460 Q3K processed. This is not always an appropriate action and it creates errors on the CLER report. Treasury feels the edit must be tied to the Current Employment Status Code (that's why it will let us use it if the 460 Q3K has been processed). They are not sure what else the edit is used for but if we could take away the status code criteria then the system might allow us to process the transfer.	Pending	Jody reviewed the error message; however, edit 051 applies to more than just OWCP transfer-out situations. Jody discussed this with NFC's programming staff and will establish a project number to track it.
4	Treasury/IRS	Changes in ABCO FEHB Billing procedures for employees in military furlough for >12 months but NOT in support of a military campaign. Employees in LWOP US who are not in support of a contingency operation can continue FEHB enrollment for up to 24	Pending	Employees in LWOP US who are not in support of a contingency operation can continue FEHB enrollment for up to 24 months; however, <u>they must pay the government and employee share of the premium plus a 2% processing fee.</u> This is a

		months; however, they must pay the government and employee share of the premium plus a 2% processing fee.		processing issue 1 st , then a billing issue. Jody will discuss this with the NFC programming staff and establish a project number to track it.
5	Treasury/IRS	Project 60109 – Change FEHB Effective Date. When a FEHB action is entered into NFC with an incorrect effective date it currently requires two pay periods to correct the date. To cancel the action and re-enter it with the correct date causes a bill to be generated which is costly to the agency and inconvenient for employees.	Pending	BUG would like either a process in place to allow for the effective date correction without having to cancel and re-enter, or increased functionality allowing the agency to cancel and re-input enrollment in the same pay period/processing cycle. Jody discussed this with NFC's programming staff; add'tl work to be done.
6	All Agencies	FERCCA Cases – can we get a status of the cases we've submitted; how many have been processed; how many are pending?	Pending **	Jody rec'd this information and emailed it to BUG Reps on 11/25. ** leaving as Pending because this may never be closed as new FERCCA cases continue to be submitted.
7	Treasury/IRS	Systemic programming changes for pro-rating FEHB premiums. IRS reported several cases earlier this year and are monitoring this issue and submitting manual adjustments when needed. The system is currently prorating FEHB premiums for all 302 retirement actions. There appears to be some cases, depending on the annuity commencement date, where a full premium is required.	Pending	IRS (Art James) was working with Susan McCloskey (NFC) on this understanding. Jody will check with both Art & Susan for an update. Rec'd an example on 2/24/09 from Tina; shared w/NFC South for review.
8	Treasury/IRS	Systemic problems on disability cases; multiple cases have been identified where employees are placed in a non-pay status and then a NOAC 976 (Prel Disability Retm) is processed and the ABCO billing is interrupted. When the Current Employment Status (CES) Code changes to 8, it is turning "off" the FEHB billing.	Pending	A process is needed to identify manually requested HIRs established the same pay period as an ADJP refund. Currently, the refund is being automatically collected to satisfy the HIR. This process often eliminates the debt letter and takes away the employee's right to have the debt collected pre-tax. Jody discussed with NFC's programming staff; more research needed.
9	Treasury/IRS	Project 80323 (was 70135) – NFC Cease the Systemic Termination of FEHB. IRS would like NFC to "Stop" terminating FEHB and let the agency be the responsible party. The agency is currently keeping track of this process. Jody discussed this at the 11/18/08 BUG meeting as well as previously with USDA's Benefits staff and found that additional steps, other than the systemic	Pending	Several agencies have tracked nonpay and FEHB terminations using reports run each pay period from the T&A codes for LWOP and AWOL. If the nonpay is for OWCP – then they transfer the coverage to OWCP either at their request or when the employee reaches 365 days of nonpay. If the nonpay is not for OWCP, then they process a FEHB termination (SF-2810). Jody discussed this issue at several CAPPs mtgs (2007 & 2008)

		termination are required in the 365-day termination process.		and there was not consensus to put the responsibility on the agencies; however, at the 11/18/08 BUG mtg the agencies agreed to handling this, therefore, the programming needs to be turned off to allow agencies to handle.
10	All	Counter Issues – Military counters and FEGLI counters are needed. Current counters ‘flip on, flip off’ based on non pay status/RTD status; how does the system track benefits correctly if action is via NOAC vs a T&A	Pending	FEGLI & FEHB counters have been added to the database during the DB Change. Jody discussed this with the programming staff; additional work needed.
11	Treasury/IRS	Create a new FEHB Coverage Code for Termination of FEHB. Terminations of FEHB can occur: 1) when employees elect to terminate coverage during a period of NPS (Public Law 104-208), 2) when LWOP exceeds 365 days, or 3) per the carrier’s request when enrollees fail to pay membership dues. Terminations allow for a 31-day extension of coverage, qualifying life events providing for opportunities for re-enrollment, and do not constitute a break in enrollment for retirement purposes (provided the employee re-enrolls within the allotted timeframe). Agencies would like a new code to assist in differentiating between FEHB Terminations and Cancellations.	Pending	Currently, our system has the following FEHB codes: 1 (enrolled), 2 (ineligible), 3 (waived), 4 (eligible pending), 5 (canceled), 6 (Court Order Enrolled), 7 (Court Order Eligible Pending Family Coverage), 8 (Court Order Self Only Pending to Family Coverage). OPM does not assign these codes, NFC establishes them. Jody discussed with the programming staff; requirements need to be written to establish a FEHB code (probably 9) for termination actions in our system.
12	All	Status of RetireEZ	Pending	Cheryl held a conference call on 2/5/09 and provided her notes on 2/11/09.
13	Treasury/IRS	Manually requested HIR will add together with ADJP adjustments if they are processed within the same pay period. ABCO is currently monitoring the system to identify HIR and ADJP debts when they combine. A manual process is in place to separate out and re-establish the HIR to ensure accurate collection.	Pending	A process is needed to identify manually requested HIRs established the same pay period as an ADJP refund . Currently, the refund is being automatically collected to satisfy the HIR. This process often eliminates the debt letter and takes away the employee’s right to have the debt collected pre-tax. On 2/11/09, this was discussed with NFC South and IRS asked for some time to research. It will be re-assessed and decide if this can be monitored in ABCO or if an SPR is needed.